

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Major Occupational Group Summary

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾	Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
00-0000	Total, All Occupations	69,700	76,620	6,920	9.9%	690	1,740	2,430	\$30,611	\$7.77	\$18.19
11-0000	Management Occupations	2,390	2,660	270	11.3%	30	40	70	\$63,110	\$11.97	\$39.53
13-0000	Business and Financial Operations Occupations	1,910	2,200	290	15.2%	30	40	70	\$44,726	\$12.29	\$26.11
15-0000	Computer and Mathematical Occupations	550	680	130	23.6%	10	10	20	\$45,282	\$14.41	\$25.45
17-0000	Architecture and Engineering Occupations	860	930	70	8.1%	10	20	30	\$49,492	\$15.60	\$27.89
19-0000	Life, Physical, and Social Science Occupations	530	600	70	13.2%	10	10	20	\$43,339	\$14.16	\$24.18
21-0000	Community and Social Services Occupations	1,370	1,620	250	18.2%	30	30	60	\$36,751	\$12.28	\$20.36
23-0000	Legal Occupations	280	320	40	14.3%	<5	<5	<5	\$56,842	\$14.16	\$33.91
25-0000	Education, Training, and Library Occupations	4,220	4,880	660	15.6%	70	90	160	\$38,745	\$11.31	\$22.29
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	730	810	80	11.0%	10	10	20	\$29,216	\$7.98	\$17.08
29-0000	Healthcare Practitioners and Technical Occupations	3,030	3,790	760	25.1%	80	60	140	\$50,843	\$11.81	\$30.76
31-0000	Healthcare Support Occupations	2,190	2,680	490	22.4%	50	30	80	\$22,765	\$9.09	\$11.87
33-0000	Protective Service Occupations	1,870	2,010	140	7.5%	10	50	60	\$30,965	\$7.25	\$18.70
35-0000	Food Preparation and Serving Related Occupations	7,210	8,170	960	13.3%	100	290	390	\$17,767	\$5.91	\$9.86
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,500	2,880	380	15.2%	40	50	90	\$21,648	\$7.13	\$12.05
39-0000	Personal Care and Service Occupations	2,020	2,490	470	23.3%	50	50	100	\$19,330	\$6.99	\$10.45
41-0000	Sales and Related Occupations	6,450	6,850	400	6.2%	40	230	270	\$24,911	\$6.68	\$14.63
43-0000	Office and Administrative Support Occupations	10,200	10,440	240	2.4%	20	240	260	\$25,985	\$8.15	\$14.66
45-0000	Farming, Fishing, and Forestry Occupations	240	230	-10	-4.2%	<5	10	10	\$28,545	\$11.35	\$14.91
47-0000	Construction and Extraction Occupations	3,430	3,950	520	15.2%	50	70	120	\$36,519	\$11.75	\$20.46
49-0000	Installation, Maintenance, and Repair Occupations	2,650	2,860	210	7.9%	20	60	80	\$35,221	\$11.18	\$19.81
51-0000	Production Occupations	8,440	8,430	-10	-0.1%	<5	210	210	\$29,250	\$8.58	\$16.80
53-0000	Transportation and Material Moving Occupations	6,640	7,160	520	7.8%	50	150	200	\$28,599	\$8.17	\$16.54

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most New Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
29-1111	Registered Nurses	1,080	1,400	320	29.6%	30	20	50	Associate or Bachelor's degree ⁽⁸⁾	\$49,542	\$19.04	\$26.21
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,890	2,140	250	13.2%	30	30	60	Moderate-term on-the-job training	\$36,495	\$12.29	\$20.18
41-2031	Retail Salespersons	1,730	1,970	240	13.9%	20	60	80	Short-term on-the-job training	\$22,303	\$6.92	\$12.62
39-9021	Personal and Home Care Aides	520	750	230	44.2%	20	10	30	Short-term on-the-job training	\$18,049	\$7.32	\$9.36
35-3031	Waiters and Waitresses	1,540	1,760	220	14.3%	20	80	100	Short-term on-the-job training	\$17,758	\$5.93	\$9.84
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,560	210	15.6%	20	60	80	Short-term on-the-job training	\$13,840	\$5.85	\$7.06
31-1011	Home Health Aides	350	520	170	48.6%	20	10	30	Short-term on-the-job training	\$20,113	\$8.35	\$10.33
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,180	1,350	170	14.4%	20	20	40	Short-term on-the-job training	\$22,088	\$7.36	\$12.25
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,460	160	12.3%	20	20	40	Postsecondary vocational training	\$22,389	\$9.31	\$11.49
47-2031	Carpenters	900	1,060	160	17.8%	20	20	40	Long-term on-the-job training	\$31,279	\$11.39	\$16.86
51-2092	Team Assemblers	1,250	1,380	130	10.4%	10	30	40	Moderate-term on-the-job training	\$26,415	\$8.15	\$14.97

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
37-2012	Maids and Housekeeping Cleaners	790	910	120	15.2%	10	20	30	Short-term on-the-job training	\$17,374	\$7.01	\$9.02
43-4051	Customer Service Representatives	720	840	120	16.7%	10	10	20	Moderate-term on-the-job training	\$25,630	\$8.52	\$14.22
35-3011	Bartenders	1,000	1,110	110	11.0%	10	40	50	Short-term on-the-job training	\$16,646	\$6.20	\$8.90
11-1021	General and Operations Managers	660	750	90	13.6%	10	10	20	Bachelor's or higher degree + work experience	\$78,418	\$18.46	\$47.32
25-2021	Elementary School Teachers, Except Special Education	710	800	90	12.7%	10	20	30	Bachelor's degree	\$43,536	Not Available	Not Available
25-9041	Teacher Assistants	620	710	90	14.5%	10	10	20	Associate degree	\$20,161	Not Available	Not Available
43-4171	Receptionists and Information Clerks	520	610	90	17.3%	10	10	20	Short-term on-the-job training	\$20,297	\$7.44	\$10.92
35-2021	Food Preparation Workers	460	540	80	17.4%	10	20	30	Short-term on-the-job training	\$17,531	\$6.56	\$9.36
35-2014	Cooks, Restaurant	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$22,955	\$8.85	\$12.13
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	770	840	70	9.1%	10	20	30	Moderate-term on-the-job training	\$42,302	\$11.40	\$24.81
49-9042	Maintenance and Repair Workers, General	710	780	70	9.9%	10	10	20	Long-term on-the-job training	\$32,301	\$10.95	\$17.82

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
13-2011	Accountants and Auditors	400	460	60	15.0%	10	10	20	Bachelor's degree	\$49,036	\$17.35	\$26.69
21-1093	Social and Human Service Assistants	260	320	60	23.1%	10	10	20	Moderate-term on-the-job training	\$30,342	\$10.64	\$16.56
25-2031	Secondary School Teachers, Except Special and Vocational Education	600	660	60	10.0%	10	20	30	Bachelor's degree	\$41,595	Not Available	Not Available
33-2011	Fire Fighters	390	450	60	15.4%	10	10	20	Long-term on-the-job training	\$24,217	\$5.89	\$14.52
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	450	510	60	13.3%	10	10	20	Work experience in a related occupation	\$25,686	\$8.73	\$14.16
35-9021	Dishwashers	390	450	60	15.4%	10	10	20	Short-term on-the-job training	\$13,945	\$5.91	\$7.10
43-6011	Executive Secretaries and Administrative Assistants	660	720	60	9.1%	10	10	20	Moderate-term on-the-job training	\$31,795	\$11.31	\$17.27
53-3022	Bus Drivers, School	300	360	60	20.0%	10	10	20	Short-term on-the-job training	\$21,359	\$6.44	\$12.19
53-3033	Truck Drivers, Light or Delivery Services	510	570	60	11.8%	10	10	20	Short-term on-the-job training	\$27,038	\$7.64	\$15.68
29-2041	Emergency Medical Technicians and Paramedics	300	350	50	16.7%	10	<5	10	Postsecondary vocational training	\$23,281	\$7.58	\$13.00
29-2061	Licensed Practical and Licensed Vocational Nurses	320	370	50	15.6%	10	10	20	Postsecondary vocational training	\$33,972	\$14.27	\$17.36

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37-3011	Landscaping and Groundskeeping Workers	360	410	50	13.9%	10	10	20	Short-term on-the-job training	\$21,077	\$7.24	\$11.58
31-9091	Dental Assistants	110	150	40	36.4%	<5	<5	<5	Moderate-term on-the-job training	\$25,151	\$11.19	\$12.54
31-9092	Medical Assistants	110	150	40	36.4%	<5	<5	<5	Moderate-term on-the-job training	\$26,165	\$10.47	\$13.63
43-4081	Hotel, Motel, and Resort Desk Clerks	230	270	40	17.4%	<5	10	10	Short-term on-the-job training	\$17,160	\$6.98	\$8.89
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	240	280	40	16.7%	<5	<5	<5	Work experience in a related occupation	\$53,391	\$19.00	\$29.00
47-2073	Operating Engineers and Other Construction Equipment Operators	270	310	40	14.8%	<5	10	10	Moderate-term on-the-job training	\$42,434	\$13.37	\$23.92
47-2111	Electricians	280	320	40	14.3%	<5	10	10	Long-term on-the-job training	\$39,871	\$14.24	\$21.64
47-2152	Plumbers, Pipefitters, and Steamfitters	180	220	40	22.2%	<5	<5	<5	Long-term on-the-job training	\$45,422	\$16.99	\$24.26
47-4051	Highway Maintenance Workers	260	300	40	15.4%	<5	<5	<5	Moderate-term on-the-job training	\$33,257	\$14.83	\$16.57
49-3023	Automotive Service Technicians and Mechanics	400	440	40	10.0%	<5	10	10	Postsecondary vocational training	\$30,660	\$10.94	\$16.64
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	580	620	40	6.9%	<5	10	10	Work experience in a related occupation	\$45,157	\$14.13	\$25.50

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51-9198	Helpers--Production Workers	560	600	40	7.1%	<5	20	20	Short-term on-the-job training	\$20,915	\$8.00	\$11.09
53-7064	Packers and Packagers, Hand	520	560	40	7.7%	<5	10	10	Short-term on-the-job training	\$21,146	\$6.71	\$11.89
15-1051	Computer Systems Analysts	140	170	30	21.4%	<5	<5	<5	Bachelor's degree	\$51,891	\$17.87	\$28.49

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

39-9011	Child Care Workers	*	*	*	*	10	10	20	Short-term on-the-job training	\$17,761	\$7.28	\$9.17
25-2011	Preschool Teachers, Except Special Education	*	*	*	*	10	<5	10	Bachelor's degree	\$33,610	\$10.13	\$19.17
43-3071	Tellers	*	*	*	*	<5	20	20	Short-term on-the-job training	\$20,206	\$7.50	\$10.82

Sub-Set Totals (Top 50)	30,190	34,810	4,620	15.3%	480	770	1,250
Overall Totals	69,700	76,620	6,920	9.9%	690	1,740	2,430
Percent of Overall	43.3%	45.4%	66.8%		69.6%	44.3%	51.4%

See Notes At End of Workbook

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Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

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31-1011	Home Health Aides	350	520	170	48.6%	20	10	30	Short-term on-the-job training	\$20,113	\$8.35	\$10.33
39-9021	Personal and Home Care Aides	520	750	230	44.2%	20	10	30	Short-term on-the-job training	\$18,049	\$7.32	\$9.36
29-1111	Registered Nurses	1,080	1,400	320	29.6%	30	20	50	Associate or Bachelor's degree ⁽⁸⁾	\$49,542	\$19.04	\$26.21
21-1093	Social and Human Service Assistants	260	320	60	23.1%	10	10	20	Moderate-term on-the-job training	\$30,342	\$10.64	\$16.56
47-2152	Plumbers, Pipefitters, and Steamfitters	180	220	40	22.2%	<5	<5	<5	Long-term on-the-job training	\$45,422	\$16.99	\$24.26
53-3022	Bus Drivers, School	300	360	60	20.0%	10	10	20	Short-term on-the-job training	\$21,359	\$6.44	\$12.19
47-2031	Carpenters	900	1,060	160	17.8%	20	20	40	Long-term on-the-job training	\$31,279	\$11.39	\$16.86
39-3091	Amusement and Recreation Attendants	170	200	30	17.6%	<5	10	10	Short-term on-the-job training	\$17,601	\$5.99	\$9.70
35-2021	Food Preparation Workers	460	540	80	17.4%	10	20	30	Short-term on-the-job training	\$17,531	\$6.56	\$9.36
43-4081	Hotel, Motel, and Resort Desk Clerks	230	270	40	17.4%	<5	10	10	Short-term on-the-job training	\$17,160	\$6.98	\$8.89
43-4171	Receptionists and Information Clerks	520	610	90	17.3%	10	10	20	Short-term on-the-job training	\$20,297	\$7.44	\$10.92

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29-2041	Emergency Medical Technicians and Paramedics	300	350	50	16.7%	10	<5	10	Postsecondary vocational training	\$23,281	\$7.58	\$13.00
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	240	280	40	16.7%	<5	<5	<5	Work experience in a related occupation	\$53,391	\$19.00	\$29.00
35-2014	Cooks, Restaurant	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$22,955	\$8.85	\$12.13
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,560	210	15.6%	20	60	80	Short-term on-the-job training	\$13,840	\$5.85	\$7.06
33-2011	Fire Fighters	390	450	60	15.4%	10	10	20	Long-term on-the-job training	\$24,217	\$5.89	\$14.52
35-9021	Dishwashers	390	450	60	15.4%	10	10	20	Short-term on-the-job training	\$13,945	\$5.91	\$7.10
47-4051	Highway Maintenance Workers	260	300	40	15.4%	<5	<5	<5	Moderate-term on-the-job training	\$33,257	\$14.83	\$16.57
37-2012	Maids and Housekeeping Cleaners	790	910	120	15.2%	10	20	30	Short-term on-the-job training	\$17,374	\$7.01	\$9.02
13-2011	Accountants and Auditors	400	460	60	15.0%	10	10	20	Bachelor's degree	\$49,036	\$17.35	\$26.69
41-2021	Counter and Rental Clerks	200	230	30	15.0%	<5	10	10	Short-term on-the-job training	\$21,418	\$5.92	\$12.49

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25-9041	Teacher Assistants	620	710	90	14.5%	10	10	20	Associate degree	\$20,161	Not Available	Not Available
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,180	1,350	170	14.4%	20	20	40	Short-term on-the-job training	\$22,088	\$7.36	\$12.25
35-3031	Waiters and Waitresses	1,540	1,760	220	14.3%	20	80	100	Short-term on-the-job training	\$17,758	\$5.93	\$9.84
47-2111	Electricians	280	320	40	14.3%	<5	10	10	Long-term on-the-job training	\$39,871	\$14.24	\$21.64
39-5012	Hairdressers, Hairstylists, and Cosmetologists	210	240	30	14.3%	<5	<5	<5	Postsecondary vocational training	\$21,811	\$9.48	\$10.99
39-9032	Recreation Workers	210	240	30	14.3%	<5	10	10	Bachelor's degree	\$21,316	\$7.17	\$11.79
37-3011	Landscaping and Groundskeeping Workers	360	410	50	13.9%	10	10	20	Short-term on-the-job training	\$21,077	\$7.24	\$11.58
41-2031	Retail Salespersons	1,730	1,970	240	13.9%	20	60	80	Short-term on-the-job training	\$22,303	\$6.92	\$12.62
11-1021	General and Operations Managers	660	750	90	13.6%	10	10	20	Bachelor's or higher degree + work experience	\$78,418	\$18.46	\$47.32
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	450	510	60	13.3%	10	10	20	Work experience in a related occupation	\$25,686	\$8.73	\$14.16

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25-2021	Elementary School Teachers, Except Special Education	710	800	90	12.7%	10	20	30	Bachelor's degree	\$43,536	Not Available	Not Available
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,460	160	12.3%	20	20	40	Postsecondary vocational training	\$22,389	\$9.31	\$11.49
53-3033	Truck Drivers, Light or Delivery Services	510	570	60	11.8%	10	10	20	Short-term on-the-job training	\$27,038	\$7.64	\$15.68
35-2011	Cooks, Fast Food	270	300	30	11.1%	<5	10	10	Short-term on-the-job training	\$14,748	\$5.84	\$7.72
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	270	300	30	11.1%	<5	10	10	Short-term on-the-job training	\$13,644	\$5.95	\$6.87
35-3011	Bartenders	1,000	1,110	110	11.0%	10	40	50	Short-term on-the-job training	\$16,646	\$6.20	\$8.90
21-1021	Child, Family, and School Social Workers	190	210	20	10.5%	<5	<5	<5	Master's degree	\$40,551	\$14.43	\$22.03
35-2015	Cooks, Short Order	190	210	20	10.5%	<5	10	10	Short-term on-the-job training	\$20,117	\$6.90	\$11.06
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	190	210	20	10.5%	<5	10	10	Short-term on-the-job training	\$15,813	\$6.54	\$8.13
51-2092	Team Assemblers	1,250	1,380	130	10.4%	10	30	40	Moderate-term on-the-job training	\$26,415	\$8.15	\$14.97

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014

(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-2011	Preschool Teachers, Except Special Education	*	*	*	*	10	<5	10	Bachelor's degree	\$33,610	\$10.13	\$19.17
39-9011	Child Care Workers	*	*	*	*	10	10	20	Short-term on-the-job training	\$17,761	\$7.28	\$9.17
21-2011	Clergy	*	*	*	*	<5	10	10	Master's degree	*	*	*
43-3071	Tellers	*	*	*	*	<5	20	20	Short-term on-the-job training	\$20,206	\$7.50	\$10.82

Sub-Set Totals (Top 50)	24,960	29,020	4,060	16.3%	400	700	1,100
Overall Totals	69,700	76,620	6,920	9.9%	690	1,740	2,430
Percent of Overall	35.8%	37.9%	58.7%		58.0%	40.2%	45.3%

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2011	Cashiers	2,310	2,250	-60	-2.6%	<5	110	110	Short-term on-the-job training	\$15,645	\$5.91	\$8.33
35-3031	Waiters and Waitresses	1,540	1,760	220	14.3%	20	80	100	Short-term on-the-job training	\$17,758	\$5.93	\$9.84
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,560	210	15.6%	20	60	80	Short-term on-the-job training	\$13,840	\$5.85	\$7.06
41-2031	Retail Salespersons	1,730	1,970	240	13.9%	20	60	80	Short-term on-the-job training	\$22,303	\$6.92	\$12.62
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,480	1,510	30	2.0%	<5	50	50	Short-term on-the-job training	\$21,671	\$7.22	\$12.02
35-3011	Bartenders	1,000	1,110	110	11.0%	10	40	50	Short-term on-the-job training	\$16,646	\$6.20	\$8.90
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,890	2,140	250	13.2%	30	30	60	Moderate-term on-the-job training	\$36,495	\$12.29	\$20.18
43-5081	Stock Clerks and Order Fillers	770	700	-70	-9.1%	<5	30	30	Short-term on-the-job training	\$19,381	\$6.41	\$10.77
51-2092	Team Assemblers	1,250	1,380	130	10.4%	10	30	40	Moderate-term on-the-job training	\$26,415	\$8.15	\$14.97
43-3071	Tellers	*	*	*	*	<5	20	20	Short-term on-the-job training	\$20,206	\$7.50	\$10.82
29-1111	Registered Nurses	1,080	1,400	320	29.6%	30	20	50	Associate or Bachelor's degree ⁽⁸⁾	\$49,542	\$19.04	\$26.21

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
47-2031	Carpenters	900	1,060	160	17.8%	20	20	40	Long-term on-the-job training	\$31,279	\$11.39	\$16.86
35-2021	Food Preparation Workers	460	540	80	17.4%	10	20	30	Short-term on-the-job training	\$17,531	\$6.56	\$9.36
37-2012	Maids and Housekeeping Cleaners	790	910	120	15.2%	10	20	30	Short-term on-the-job training	\$17,374	\$7.01	\$9.02
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,180	1,350	170	14.4%	20	20	40	Short-term on-the-job training	\$22,088	\$7.36	\$12.25
25-2021	Elementary School Teachers, Except Special Education	710	800	90	12.7%	10	20	30	Bachelor's degree	\$43,536	Not Available	Not Available
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,460	160	12.3%	20	20	40	Postsecondary vocational training	\$22,389	\$9.31	\$11.49
25-2031	Secondary School Teachers, Except Special and Vocational Education	600	660	60	10.0%	10	20	30	Bachelor's degree	\$41,595	Not Available	Not Available
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	770	840	70	9.1%	10	20	30	Moderate-term on-the-job training	\$42,302	\$11.40	\$24.81
43-9061	Office Clerks, General	1,040	1,070	30	2.9%	<5	20	20	Short-term on-the-job training	\$20,406	\$6.72	\$11.36
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,080	1,110	30	2.8%	<5	20	20	Moderate-term on-the-job training	\$24,824	\$7.95	\$13.93
43-6014	Secretaries, Except Legal, Medical, and Executive	1,020	960	-60	-5.9%	<5	20	20	Moderate-term on-the-job training	\$24,566	\$8.70	\$13.36

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-9198	Helpers--Production Workers	560	600	40	7.1%	<5	20	20	Short-term on-the-job training	\$20,915	\$8.00	\$11.09
21-2011	Clergy	*	*	*	*	<5	10	10	Master's degree	*	*	*
39-9011	Child Care Workers	*	*	*	*	10	10	20	Short-term on-the-job training	\$17,761	\$7.28	\$9.17
51-7011	Cabinetmakers and Bench Carpenters	*	*	*	*	<5	10	10	Long-term on-the-job training	\$26,954	\$9.68	\$14.60
31-1011	Home Health Aides	350	520	170	48.6%	20	10	30	Short-term on-the-job training	\$20,113	\$8.35	\$10.33
39-9021	Personal and Home Care Aides	520	750	230	44.2%	20	10	30	Short-term on-the-job training	\$18,049	\$7.32	\$9.36
21-1093	Social and Human Service Assistants	260	320	60	23.1%	10	10	20	Moderate-term on-the-job training	\$30,342	\$10.64	\$16.56
53-3022	Bus Drivers, School	300	360	60	20.0%	10	10	20	Short-term on-the-job training	\$21,359	\$6.44	\$12.19
39-3091	Amusement and Recreation Attendants	170	200	30	17.6%	<5	10	10	Short-term on-the-job training	\$17,601	\$5.99	\$9.70
43-4081	Hotel, Motel, and Resort Desk Clerks	230	270	40	17.4%	<5	10	10	Short-term on-the-job training	\$17,160	\$6.98	\$8.89
43-4171	Receptionists and Information Clerks	520	610	90	17.3%	10	10	20	Short-term on-the-job training	\$20,297	\$7.44	\$10.92

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-4051	Customer Service Representatives	720	840	120	16.7%	10	10	20	Moderate-term on-the-job training	\$25,630	\$8.52	\$14.22
35-2014	Cooks, Restaurant	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$22,955	\$8.85	\$12.13
29-2061	Licensed Practical and Licensed Vocational Nurses	320	370	50	15.6%	10	10	20	Postsecondary vocational training	\$33,972	\$14.27	\$17.36
33-2011	Fire Fighters	390	450	60	15.4%	10	10	20	Long-term on-the-job training	\$24,217	\$5.89	\$14.52
13-2011	Accountants and Auditors	400	460	60	15.0%	10	10	20	Bachelor's degree	\$49,036	\$17.35	\$26.69
41-2021	Counter and Rental Clerks	200	230	30	15.0%	<5	10	10	Short-term on-the-job training	\$21,418	\$5.92	\$12.49
47-2073	Operating Engineers and Other Construction Equipment Operators	270	310	40	14.8%	<5	10	10	Moderate-term on-the-job training	\$42,434	\$13.37	\$23.92
25-9041	Teacher Assistants	620	710	90	14.5%	10	10	20	Associate degree	\$20,161	Not Available	Not Available
47-2111	Electricians	280	320	40	14.3%	<5	10	10	Long-term on-the-job training	\$39,871	\$14.24	\$21.64
39-9032	Recreation Workers	210	240	30	14.3%	<5	10	10	Bachelor's degree	\$21,316	\$7.17	\$11.79
37-3011	Landscaping and Groundskeeping Workers	360	410	50	13.9%	10	10	20	Short-term on-the-job training	\$21,077	\$7.24	\$11.58

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
11-1021	General and Operations Managers	660	750	90	13.6%	10	10	20	Bachelor's or higher degree + work experience	\$78,418	\$18.46	\$47.32
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	450	510	60	13.3%	10	10	20	Work experience in a related occupation	\$25,686	\$8.73	\$14.16
53-3033	Truck Drivers, Light or Delivery Services	510	570	60	11.8%	10	10	20	Short-term on-the-job training	\$27,038	\$7.64	\$15.68
35-2011	Cooks, Fast Food	270	300	30	11.1%	<5	10	10	Short-term on-the-job training	\$14,748	\$5.84	\$7.72
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	270	300	30	11.1%	<5	10	10	Short-term on-the-job training	\$13,644	\$5.95	\$6.87
35-2015	Cooks, Short Order	190	210	20	10.5%	<5	10	10	Short-term on-the-job training	\$20,117	\$6.90	\$11.06
Sub-Set Totals (Top 50)		34,850	38,940	4,090	11.7%	430	1,040	1,470				
Overall Totals		69,700	76,620	6,920	9.9%	690	1,740	2,430				
Percent of Overall		50.0%	50.8%	59.1%		62.3%	59.8%	60.5%				

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2011	Cashiers	2,310	2,250	-60	-2.6%	<5	110	110	Short-term on-the-job training	\$15,645	\$5.91	\$8.33
35-3031	Waiters and Waitresses	1,540	1,760	220	14.3%	20	80	100	Short-term on-the-job training	\$17,758	\$5.93	\$9.84
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,560	210	15.6%	20	60	80	Short-term on-the-job training	\$13,840	\$5.85	\$7.06
41-2031	Retail Salespersons	1,730	1,970	240	13.9%	20	60	80	Short-term on-the-job training	\$22,303	\$6.92	\$12.62
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,890	2,140	250	13.2%	30	30	60	Moderate-term on-the-job training	\$36,495	\$12.29	\$20.18
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,480	1,510	30	2.0%	<5	50	50	Short-term on-the-job training	\$21,671	\$7.22	\$12.02
35-3011	Bartenders	1,000	1,110	110	11.0%	10	40	50	Short-term on-the-job training	\$16,646	\$6.20	\$8.90
29-1111	Registered Nurses	1,080	1,400	320	29.6%	30	20	50	Associate or Bachelor's degree ⁽⁸⁾	\$49,542	\$19.04	\$26.21
51-2092	Team Assemblers	1,250	1,380	130	10.4%	10	30	40	Moderate-term on-the-job training	\$26,415	\$8.15	\$14.97
47-2031	Carpenters	900	1,060	160	17.8%	20	20	40	Long-term on-the-job training	\$31,279	\$11.39	\$16.86
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,180	1,350	170	14.4%	20	20	40	Short-term on-the-job training	\$22,088	\$7.36	\$12.25

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,460	160	12.3%	20	20	40	Postsecondary vocational training	\$22,389	\$9.31	\$11.49
43-5081	Stock Clerks and Order Fillers	770	700	-70	-9.1%	<5	30	30	Short-term on-the-job training	\$19,381	\$6.41	\$10.77
35-2021	Food Preparation Workers	460	540	80	17.4%	10	20	30	Short-term on-the-job training	\$17,531	\$6.56	\$9.36
37-2012	Maids and Housekeeping Cleaners	790	910	120	15.2%	10	20	30	Short-term on-the-job training	\$17,374	\$7.01	\$9.02
25-2021	Elementary School Teachers, Except Special Education	710	800	90	12.7%	10	20	30	Bachelor's degree	\$43,536	Not Available	Not Available
25-2031	Secondary School Teachers, Except Special and Vocational Education	600	660	60	10.0%	10	20	30	Bachelor's degree	\$41,595	Not Available	Not Available
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	770	840	70	9.1%	10	20	30	Moderate-term on-the-job training	\$42,302	\$11.40	\$24.81
31-1011	Home Health Aides	350	520	170	48.6%	20	10	30	Short-term on-the-job training	\$20,113	\$8.35	\$10.33
39-9021	Personal and Home Care Aides	520	750	230	44.2%	20	10	30	Short-term on-the-job training	\$18,049	\$7.32	\$9.36
43-3071	Tellers	*	*	*	*	<5	20	20	Short-term on-the-job training	\$20,206	\$7.50	\$10.82
43-9061	Office Clerks, General	1,040	1,070	30	2.9%	<5	20	20	Short-term on-the-job training	\$20,406	\$6.72	\$11.36

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,080	1,110	30	2.8%	<5	20	20	Moderate-term on-the-job training	\$24,824	\$7.95	\$13.93
43-6014	Secretaries, Except Legal, Medical, and Executive	1,020	960	-60	-5.9%	<5	20	20	Moderate-term on-the-job training	\$24,566	\$8.70	\$13.36
51-9198	Helpers--Production Workers	560	600	40	7.1%	<5	20	20	Short-term on-the-job training	\$20,915	\$8.00	\$11.09
39-9011	Child Care Workers	*	*	*	*	10	10	20	Short-term on-the-job training	\$17,761	\$7.28	\$9.17
21-1093	Social and Human Service Assistants	260	320	60	23.1%	10	10	20	Moderate-term on-the-job training	\$30,342	\$10.64	\$16.56
53-3022	Bus Drivers, School	300	360	60	20.0%	10	10	20	Short-term on-the-job training	\$21,359	\$6.44	\$12.19
43-4171	Receptionists and Information Clerks	520	610	90	17.3%	10	10	20	Short-term on-the-job training	\$20,297	\$7.44	\$10.92
43-4051	Customer Service Representatives	720	840	120	16.7%	10	10	20	Moderate-term on-the-job training	\$25,630	\$8.52	\$14.22
35-2014	Cooks, Restaurant	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$22,955	\$8.85	\$12.13
29-2061	Licensed Practical and Licensed Vocational Nurses	320	370	50	15.6%	10	10	20	Postsecondary vocational training	\$33,972	\$14.27	\$17.36
33-2011	Fire Fighters	390	450	60	15.4%	10	10	20	Long-term on-the-job training	\$24,217	\$5.89	\$14.52

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
13-2011	Accountants and Auditors	400	460	60	15.0%	10	10	20	Bachelor's degree	\$49,036	\$17.35	\$26.69
25-9041	Teacher Assistants	620	710	90	14.5%	10	10	20	Associate degree	\$20,161	Not Available	Not Available
37-3011	Landscaping and Groundskeeping Workers	360	410	50	13.9%	10	10	20	Short-term on-the-job training	\$21,077	\$7.24	\$11.58
11-1021	General and Operations Managers	660	750	90	13.6%	10	10	20	Bachelor's or higher degree + work experience	\$78,418	\$18.46	\$47.32
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	450	510	60	13.3%	10	10	20	Work experience in a related occupation	\$25,686	\$8.73	\$14.16
53-3033	Truck Drivers, Light or Delivery Services	510	570	60	11.8%	10	10	20	Short-term on-the-job training	\$27,038	\$7.64	\$15.68
49-9042	Maintenance and Repair Workers, General	710	780	70	9.9%	10	10	20	Long-term on-the-job training	\$32,301	\$10.95	\$17.82
43-6011	Executive Secretaries and Administrative Assistants	660	720	60	9.1%	10	10	20	Moderate-term on-the-job training	\$31,795	\$11.31	\$17.27
35-9021	Dishwashers	390	450	60	15.4%	10	10	20	Short-term on-the-job training	\$13,945	\$5.91	\$7.10
25-2011	Preschool Teachers, Except Special Education	*	*	*	*	10	<5	10	Bachelor's degree	\$33,610	\$10.13	\$19.17
29-2041	Emergency Medical Technicians and Paramedics	300	350	50	16.7%	10	<5	10	Postsecondary vocational training	\$23,281	\$7.58	\$13.00

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
21-2011	Clergy	*	*	*	*	<5	10	10	Master's degree	*	*	*
51-7011	Cabinetmakers and Bench Carpenters	*	*	*	*	<5	10	10	Long-term on-the-job training	\$26,954	\$9.68	\$14.60
39-3091	Amusement and Recreation Attendants	170	200	30	17.6%	<5	10	10	Short-term on-the-job training	\$17,601	\$5.99	\$9.70
43-4081	Hotel, Motel, and Resort Desk Clerks	230	270	40	17.4%	<5	10	10	Short-term on-the-job training	\$17,160	\$6.98	\$8.89
41-2021	Counter and Rental Clerks	200	230	30	15.0%	<5	10	10	Short-term on-the-job training	\$21,418	\$5.92	\$12.49
47-2073	Operating Engineers and Other Construction Equipment Operators	270	310	40	14.8%	<5	10	10	Moderate-term on-the-job training	\$42,434	\$13.37	\$23.92
Sub-Set Totals (Top 50)		35,890	40,120	4,230	11.8%	480	1,020	1,500				
Overall Totals		69,700	76,620	6,920	9.9%	690	1,740	2,430				
Percent of Overall		51.5%	52.4%	61.1%		69.6%	58.6%	61.7%				

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

40 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5081	Stock Clerks and Order Fillers	770	700	-70	-9.1%	<5	30	30	Short-term on-the-job training	\$19,381	\$6.41	\$10.77
51-6031	Sewing Machine Operators	120	60	-60	-50.0%	<5	<5	<5	Moderate-term on-the-job training	\$19,560	\$7.83	\$10.19
41-2011	Cashiers	2,310	2,250	-60	-2.6%	<5	110	110	Short-term on-the-job training	\$15,645	\$5.91	\$8.33
43-6014	Secretaries, Except Legal, Medical, and Executive	1,020	960	-60	-5.9%	<5	20	20	Moderate-term on-the-job training	\$24,566	\$8.70	\$13.36
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	430	370	-60	-14.0%	<5	10	10	Moderate-term on-the-job training	\$26,455	\$9.61	\$14.27
43-4151	Order Clerks	140	100	-40	-28.6%	<5	<5	<5	Short-term on-the-job training	\$28,632	\$9.45	\$15.92
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	510	470	-40	-7.8%	<5	10	10	Moderate-term on-the-job training	\$27,908	\$10.16	\$15.04
43-4071	File Clerks	70	40	-30	-42.9%	<5	<5	<5	Short-term on-the-job training	\$22,480	\$7.00	\$12.71
41-9041	Telemarketers	150	130	-20	-13.3%	<5	<5	<5	Short-term on-the-job training	\$23,166	\$7.55	\$12.93
43-9022	Word Processors and Typists	80	60	-20	-25.0%	<5	<5	<5	Moderate-term on-the-job training	\$25,998	\$8.06	\$14.72
51-9111	Packaging and Filling Machine Operators and Tenders	400	380	-20	-5.0%	<5	10	10	Short-term on-the-job training	\$28,168	\$9.32	\$15.66

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

40 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
53-7063	Machine Feeders and Offbearers	210	190	-20	-9.5%	<5	10	10	Short-term on-the-job training	\$22,186	\$8.63	\$11.69
43-3021	Billing and Posting Clerks and Machine Operators	220	210	-10	-4.5%	<5	<5	<5	Moderate-term on-the-job training	\$26,025	\$10.05	\$13.74
41-2022	Parts Salespersons	120	110	-10	-8.3%	<5	<5	<5	Moderate-term on-the-job training	\$27,960	\$9.24	\$15.54
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	100	90	-10	-10.0%	<5	<5	<5	Moderate-term on-the-job training	\$30,434	\$8.99	\$17.45
43-2011	Switchboard Operators, Including Answering Service	70	60	-10	-14.3%	<5	<5	<5	Short-term on-the-job training	\$22,444	\$8.60	\$11.88
43-4061	Eligibility Interviewers, Government Programs	40	30	-10	-25.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,658	\$13.24	\$16.21
19-1032	Foresters	30	20	-10	-33.3%	<5	<5	<5	Bachelor's degree	\$45,505	\$18.99	\$23.32
43-5041	Meter Readers, Utilities	30	20	-10	-33.3%	<5	<5	<5	Short-term on-the-job training	\$34,568	\$11.18	\$19.34
43-9071	Office Machine Operators, Except Computer	30	20	-10	-33.3%	<5	<5	<5	Short-term on-the-job training	*	*	*
51-8021	Stationary Engineers and Boiler Operators	30	20	-10	-33.3%	<5	<5	<5	Long-term on-the-job training	\$30,001	\$9.77	\$16.75
53-6021	Parking Lot Attendants	30	20	-10	-33.3%	<5	<5	<5	Short-term on-the-job training	\$19,972	\$6.68	\$11.06

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

40 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-2021	Telephone Operators	10	0	-10	-100.0%	<5	<5	<5	Short-term on-the-job training	*	*	*
43-4021	Correspondence Clerks	10	0	-10	-100.0%	<5	<5	<5	Short-term on-the-job training	*	*	*
51-6041	Shoe and Leather Workers and Repairers	10	0	-10	-100.0%	<5	<5	<5	Long-term on-the-job training	*	*	*

Also included in occupations losing jobs but not shown to protect the confidentiality of employers are the following occupations:

51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$27,550	\$10.51	\$14.62
51-9196	Paper Goods Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
11-1031	Legislators	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	\$17,684	\$5.89	\$9.81
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
43-9011	Computer Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$30,681	\$12.98	\$15.64
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	*	*	*	*	<5	<5	<5	Postsecondary vocational training	\$46,386	\$14.83	\$26.04

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

40 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
45-4021	Fallers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$30,803	\$12.63	\$15.90
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-2023	Electromechanical Equipment Assemblers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
27-2011	Actors	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*

Sub-Set Totals (40 Occupations)	8,070	7,220	-850	-10.5%	0	200	200
Overall Totals	69,700	76,620	6,920	9.9%	690	1,740	2,430
Percent of Overall	11.6%	9.4%			0.0%	11.5%	8.2%

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2011	Cashiers	2,310	2,250	-60	-2.6%	<5	110	110	Short-term on-the-job training	\$15,645	\$5.91	\$8.33
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,890	2,140	250	13.2%	30	30	60	Moderate-term on-the-job training	\$36,495	\$12.29	\$20.18
41-2031	Retail Salespersons	1,730	1,970	240	13.9%	20	60	80	Short-term on-the-job training	\$22,303	\$6.92	\$12.62
35-3031	Waiters and Waitresses	1,540	1,760	220	14.3%	20	80	100	Short-term on-the-job training	\$17,758	\$5.93	\$9.84
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,560	210	15.6%	20	60	80	Short-term on-the-job training	\$13,840	\$5.85	\$7.06
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,480	1,510	30	2.0%	<5	50	50	Short-term on-the-job training	\$21,671	\$7.22	\$12.02
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,460	160	12.3%	20	20	40	Postsecondary vocational training	\$22,389	\$9.31	\$11.49
29-1111	Registered Nurses	1,080	1,400	320	29.6%	30	20	50	Associate or Bachelor's degree ⁽⁸⁾	\$49,542	\$19.04	\$26.21
51-2092	Team Assemblers	1,250	1,380	130	10.4%	10	30	40	Moderate-term on-the-job training	\$26,415	\$8.15	\$14.97
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,180	1,350	170	14.4%	20	20	40	Short-term on-the-job training	\$22,088	\$7.36	\$12.25
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,080	1,110	30	2.8%	<5	20	20	Moderate-term on-the-job training	\$24,824	\$7.95	\$13.93
35-3011	Bartenders	1,000	1,110	110	11.0%	10	40	50	Short-term on-the-job training	\$16,646	\$6.20	\$8.90

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-9061	Office Clerks, General	1,040	1,070	30	2.9%	<5	20	20	Short-term on-the-job training	\$20,406	\$6.72	\$11.36
47-2031	Carpenters	900	1,060	160	17.8%	20	20	40	Long-term on-the-job training	\$31,279	\$11.39	\$16.86
43-6014	Secretaries, Except Legal, Medical, and Executive	1,020	960	-60	-5.9%	<5	20	20	Moderate-term on-the-job training	\$24,566	\$8.70	\$13.36
37-2012	Maids and Housekeeping Cleaners	790	910	120	15.2%	10	20	30	Short-term on-the-job training	\$17,374	\$7.01	\$9.02
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	770	840	70	9.1%	10	20	30	Moderate-term on-the-job training	\$42,302	\$11.40	\$24.81
43-4051	Customer Service Representatives	720	840	120	16.7%	10	10	20	Moderate-term on-the-job training	\$25,630	\$8.52	\$14.22
25-2021	Elementary School Teachers, Except Special Education	710	800	90	12.7%	10	20	30	Bachelor's degree	\$43,536	Not Available	Not Available
49-9042	Maintenance and Repair Workers, General	710	780	70	9.9%	10	10	20	Long-term on-the-job training	\$32,301	\$10.95	\$17.82
11-1021	General and Operations Managers	660	750	90	13.6%	10	10	20	Bachelor's or higher degree + work experience	\$78,418	\$18.46	\$47.32
39-9021	Personal and Home Care Aides	520	750	230	44.2%	20	10	30	Short-term on-the-job training	\$18,049	\$7.32	\$9.36
43-6011	Executive Secretaries and Administrative Assistants	660	720	60	9.1%	10	10	20	Moderate-term on-the-job training	\$31,795	\$11.31	\$17.27
25-9041	Teacher Assistants	620	710	90	14.5%	10	10	20	Associate degree	\$20,161	Not Available	Not Available

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5081	Stock Clerks and Order Fillers	770	700	-70	-9.1%	<5	30	30	Short-term on-the-job training	\$19,381	\$6.41	\$10.77
25-2031	Secondary School Teachers, Except Special and Vocational Education	600	660	60	10.0%	10	20	30	Bachelor's degree	\$41,595	Not Available	Not Available
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	580	620	40	6.9%	<5	10	10	Work experience in a related occupation	\$45,157	\$14.13	\$25.50
43-4171	Receptionists and Information Clerks	520	610	90	17.3%	10	10	20	Short-term on-the-job training	\$20,297	\$7.44	\$10.92
51-9198	Helpers--Production Workers	560	600	40	7.1%	<5	20	20	Short-term on-the-job training	\$20,915	\$8.00	\$11.09
53-7051	Industrial Truck and Tractor Operators	580	590	10	1.7%	<5	10	10	Short-term on-the-job training	\$30,377	\$10.93	\$16.44
33-3051	Police and Sheriff's Patrol Officers	560	590	30	5.4%	<5	10	10	Long-term on-the-job training	\$38,014	\$14.56	\$20.13
53-3033	Truck Drivers, Light or Delivery Services	510	570	60	11.8%	10	10	20	Short-term on-the-job training	\$27,038	\$7.64	\$15.68
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	540	560	20	3.7%	<5	10	10	Work experience in a related occupation	\$30,256	\$8.98	\$17.33
53-7064	Packers and Packagers, Hand	520	560	40	7.7%	<5	10	10	Short-term on-the-job training	\$21,146	\$6.71	\$11.89
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	530	550	20	3.8%	<5	10	10	Work experience in a related occupation	\$39,847	\$12.09	\$22.69
35-2021	Food Preparation Workers	460	540	80	17.4%	10	20	30	Short-term on-the-job training	\$17,531	\$6.56	\$9.36

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
31-1011	Home Health Aides	350	520	170	48.6%	20	10	30	Short-term on-the-job training	\$20,113	\$8.35	\$10.33
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	450	510	60	13.3%	10	10	20	Work experience in a related occupation	\$25,686	\$8.73	\$14.16
35-2014	Cooks, Restaurant	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$22,955	\$8.85	\$12.13
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	510	470	-40	-7.8%	<5	10	10	Moderate-term on-the-job training	\$27,908	\$10.16	\$15.04
13-2011	Accountants and Auditors	400	460	60	15.0%	10	10	20	Bachelor's degree	\$49,036	\$17.35	\$26.69
33-2011	Fire Fighters	390	450	60	15.4%	10	10	20	Long-term on-the-job training	\$24,217	\$5.89	\$14.52
35-9021	Dishwashers	390	450	60	15.4%	10	10	20	Short-term on-the-job training	\$13,945	\$5.91	\$7.10
47-2061	Construction Laborers	410	440	30	7.3%	<5	10	10	Moderate-term on-the-job training	\$31,378	\$9.22	\$18.02
49-3023	Automotive Service Technicians and Mechanics	400	440	40	10.0%	<5	10	10	Postsecondary vocational training	\$30,660	\$10.94	\$16.64
37-3011	Landscaping and Groundskeeping Workers	360	410	50	13.9%	10	10	20	Short-term on-the-job training	\$21,077	\$7.24	\$11.58
25-2022	Middle School Teachers, Except Special and Vocational Education	380	400	20	5.3%	<5	10	10	Bachelor's degree	\$40,274	Not Available	Not Available
51-9111	Packaging and Filling Machine Operators and Tenders	400	380	-20	-5.0%	<5	10	10	Short-term on-the-job training	\$28,168	\$9.32	\$15.66

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

43-3071	Tellers	*	*	*	*	<5	20	20	Short-term on-the-job training	\$20,206	\$7.50	\$10.82
39-9011	Child Care Workers	*	*	*	*	10	10	20	Short-term on-the-job training	\$17,761	\$7.28	\$9.17

Sub-Set Totals (Top 50)	38,600	42,570	3,970	10.3%	420	1,010	1,430
Overall Totals	69,700	76,620	6,920	9.9%	690	1,740	2,430
Percent of Overall	55.4%	55.6%	57.4%		60.9%	58.0%	58.8%

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014

(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Education or Training Path for Occupations

Typical Education or Training Path	Number of Occupations Included	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾
All occupations	737	69,700	76,620	6,920	9.9%	690	1,740	2,430
Associate degree	37	1,580	1,870	290	18.4%	30	30	60
Bachelor's degree	107	7,600	8,870	1,270	16.7%	130	150	280
Master's degree	37	1,480	1,750	270	18.2%	30	30	60
First professional degree	19	510	620	110	21.6%	10	10	20
Doctoral degree	43	570	710	140	24.6%	10	10	20
Long-term on-the-job training	78	6,080	6,740	660	10.9%	70	140	210
Moderate-term on-the-job training	160	15,530	16,320	790	5.1%	80	330	410
Short-term on-the-job training	132	26,080	28,360	2,280	8.7%	230	840	1,070
Bachelor's or higher degree, plus work experience	32	2,090	2,320	230	11.0%	20	40	60
Work experience in a related occupation	40	3,990	4,380	390	9.8%	40	90	130
Postsecondary vocational training	52	4,200	4,690	490	11.7%	50	80	130

See Notes At End of Workbook

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014

(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Notes:

- (1) **Employment** is a count of jobs rather than people, and includes all part- and full-time nonfarm jobs. Employment does not include self-employed or unpaid family workers. Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding.
- (2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.
- (3) **Total openings** are the sum of new jobs and replacements. Total openings are an indication of how many new people are needed to enter a given occupation.
- (4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

Short-Term On-the-Job Training: These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

Moderate-Term On-the-Job Training: Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

Long-Term On-the-Job Training: These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

Work Experience in Related Occupation: Occupations in this category require skills and experience gained in other jobs.

Postsecondary Vocational Training: These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

Associate Degree: This degree requires two years of full-time academic work beyond high school.

Bachelor's Degree: This degree requires four or five years of full-time academic work at a college or university.

Master's Degree: This degree requires one to two years of full-time study beyond a bachelor's degree.

Doctoral Degree: This degree usually requires at least three years of full-time study beyond a bachelor's degree.

First Professional Degree: These degrees typically require at least two years of full-time study beyond a bachelor's degree.

Bachelor's or higher degree, plus work experience: These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

- (5) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (6) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.
- (7) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.
- (8) Depending upon the specific position and employer either an Associate or Bachelor's degree are most common.

* Data is suppressed to preserve the confidentiality of employers.

Occupation Projections for Northwest Wisconsin Workforce Development Area, 2004-2014
(Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)

Notes:

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 Estimates Delivery System.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Projections Methodology

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